

The data set "Employee Attitudes" includes data from 977 employees of Seminole County Government from *Exercising Essential Statistics* by Berman (2007). Not all of the **Employee Attitudes - Exercising Essential Statistics** variables and observations are included in the dataset. Below, you will see pertinent survey items administered to the 977 employees of Seminole County. The county administers the survey with the purpose to improve employ relations.

### Employee Attitudes Survey

The following questions are designed to assess and improve employee relations. Please evaluate the following statements by checking the appropriate box (mark an "X," please).

SA = Strongly Agree

A = Agree

DK = Don't Know

D = Disagree

SD = Strongly Disagree

SA	A	DK	D	SD
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#### General Conditions

Overall, I am satisfied with my job at Seminole County.....

5	4	3	2	1
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Seminole County is a good place to work compared to other organizations I know about or have worked for.....

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Each individual is treated with dignity.....

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The morale of Seminole County Government employees is high.....

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In general, my department is better to work for than it was two years ago.....

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#### Demographic Questions

The following questions are asked for the purpose of analysis, only. Please check the appropriate boxes:

1. What is your gender?

Male

0



Female

1

4. What is your department?

Administrative Services  
 Community Services  
 County Attorney's Office  
 County Manager/BCC  
 Environmental Services  
 Fiscal Services  
 Human Resources  
 Information Technologies  
 Judicial  
 Library & Leisure Services  
 Planning & Development  
 Public Safety  
 Public Works  
 Tourism

1

2

3

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**SPSS Practice Exercise.** Your task is to run the appropriate t-test to determine if there is any difference between *Males and Females* in overall job satisfaction.

(1) Write the null hypothesis.

- $\mu_1 = \mu_2$

Male and female Seminole County employees do not differ in their overall job satisfaction.

(2) Write the research hypothesis.

- $\mu_1 \neq \mu_2$

Male and Female Seminole county employees differ in respect to their overall job satisfaction.

(3) What is the mean and standard deviation for job satisfaction for males? What is the mean and standard deviation for job satisfaction for females?

### Report

I am satisfied with my job at Seminole County

Gender	Mean	N	Std. Deviation
Male	3.86	549	.980
Female	3.98	312	.907
Total	3.90	861	.955



(4) What does Levene's Test for Equality of Variance tell you (how do you interpret it)?

- We use Levene's Test to determine if it is safe to assume our population variances would be similar.
- In our results, Levene's test  $p < .05$  indicating there is a difference between the variances in the population, thus we report the t-value in the equal variances not assumed row ( $t = 1.83, p > .05$ ).

(5) Using an alpha level of .05, do you reject or fail to reject the null hypothesis?

- $t = 1.83$  with  $p > .05$ , indicating there is not a statistically significant difference between the means. Male and female Seminole County employees do not differ in their overall job satisfaction, thus we fail to reject the null hypothesis.



## SPSS Output Tables

## Report

I am satisfied with my job at Seminole County

Gender	Mean	N	Std. Deviation
Male	3.86	549	.980
Female	3.98	312	.907
Total	3.90	861	.955

## Group Statistics

	Gender	N	Mean	Std. Deviation	Std. Error Mean
I am satisfied with my job at	Male	549	3.86	.980	.042
Seminole County	Female	312	3.98	.907	.051

## Independent Samples Test

	Levene's Test for Equality of Variances		t-test for Equality of Means						
	F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
								Lower	Upper
I am satisfied with my job at Seminole County	4.911	.027	-1.789	859	.074	-.121	.068	-.254	.012
Equal variances assumed									
Equal variances not assumed			-1.827	688.467	.068	-.121	.066	-.251	.009